



20 years later: new collective agreements at CP – Railways of Portugal Corp.

CP's new collective agreements were published in the "*Boletim do Trabalho e Emprego*". These agreements replace the previous ones signed around 20 years ago. There are two agreements, one for general professional categories, and the other for train drivers. The negotiation was directed by the Labor Law team of Macedo Vitorino & Associados.

The new agreements were concluded by CP and the trade unions representing all the professional categories: SMAQ, SFRCI, FECTRANS/SNTSF, ASSIFECO, SNAQ, ASCEF, SINFB, SINFA, SINAFE, SINDEFER, SNEET.

The general collective agreement was published in the *Boletim do Trabalho e Emprego* of May 9, and SMAQ collective agreement in the *Boletim do Trabalho e Emprego* of March 29.

In summary, the new collective agreements include:

- (i) Increases of the base salaries (€15,00 for all employees);
- (ii) Increase of the meal allowance to €7,60;
- (iii) Increase of the seniority benefits to €24,00;
- (iv) Increase of the stopover allowance to 18,5%;
- (v) A driving bonus of €4.91/day paid for 13 months to all operational employees who meet the requirements defined in the respective clause;
- (vi) The posting of a map of stopovers and shifts 15 days in advance, which can however be only 10 days in advance;
- (vii) Supplementary allowance for medical insurance; and
- (viii) Health insurance and pre-school allowance.

The signing of the new collective agreements is part of the principle of collective autonomy and the right to collective bargaining, enshrined among the rights, freedoms and guarantees of employees, specifically in no. 3 of article 56 of the Portuguese Constitution.

Collective bargaining, which includes the signing of Collective Agreements, allows for the adaptation of labor standards, organization of working time, as well as the regulation of a variety of labor issues that have no provision in labor law, ensuring the adaptability of labor legislation to those specified by companies.

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The new text of the Company Agreements promotes the improvement of the workers' working conditions and guarantees social peace, in view of the merger process between the previous company EMEF and CP.

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